



Stoner, Courtney <Stoner.Courtney@epa.gov>
to me ▾

Apr 14, 2023, 11:49 AM ☆ ↶ ⋮

Hey Mike,

As a new employee, you will accrue 4 hours of annual leave and 4 hours of sick leave per **pay** period. After 3 years of service, you will begin accruing 6 hours per **pay** period. Unfortunately, leave accrual is non-negotiable when entering a federal position.

If you would like to request a higher step, please send me your last two **pay stubs** along with a justification for a higher step. If the program wants to proceed with the superior qualifications process, they will work with HR to create a package, which will move up the chain for approval. If the request is approved, I will then send you a revised tentative offer with the new step.



Michael Stover <mstover816@gmail.com>
to Courtney ▾

Apr 19, 2023, 7:39 PM ☆ ↶ ⋮

Hello Courtney,

I have prepared the attached response regarding the tentative offer, and have also included my last two **pay** statements as requested.

Thanks very much, and I look forward to hearing from you!



Stoner, Courtney <Stoner.Courtney@epa.gov>
to me ▾

Apr 20, 2023, 9:08 AM ☆ ↶ ⋮

Hey Mike,

I noticed that you are a retired USPHS O-6 and your **pay stubs** are not within the last 30 days. Unfortunately, we cannot accept **pay stubs** outside of the 30-day window in the superior quals process and your case would not be approved if it is not on the basis of current **pay**.



Michael Stover <mstover816@gmail.com>
to Courtney ▾

Apr 20, 2023, 9:22 AM ☆ ↶ ⋮

Hi Courtney, thanks for your response. Since I applied in early October when the advertisement closed while I was still active duty, wouldn't the past two **pay** statements apply to that point in time... because since that time, five months have elapsed by the time I received a tentative offer and I had no control over that timeframe?

Thanks,
Mike



Stoner, Courtney <Stoner.Courtney@epa.gov>
to me ▾

Apr 20, 2023, 9:27 AM ☆ ↶ ⋮

Hey Mike,

The **pay** statements need to be within 30 days of the tentative offer, not the date the applicant applied for the position. Additionally, we are unable to hire active USPHS officers without orders, so you would not be able to be hired if you were still active duty.



Michael Stover <mstover816@gmail.com>
to Courtney, Katherine ▾

Apr 21, 2023, 4:29 PM ☆ ↶ ⋮

Thanks very much for your reply, Courtney. Yes, I understand that the agency would not be able to hire active duty USPHS officers without orders, and also understood that I would not have been able to be hired as a civil servant while still on active duty. That's why the hope was that if I were selected for the position, I would have been able to continue in my role that I had served as a commissioned officer by being hired shortly after my mandatory retirement date of December 1, so that there would be a seamless transition from my retirement to my being hired as a civil servant, with minimal disruption to the Tribal Program which I managed and to the Tribes which I served through EPA.

Because there was a period of about six months from when the position was advertised to when I received a tentative offer, it is impossible for me to provide my last two **pay** statements that were issued within 30 days of my tentative offer, since I have been waiting for this process to unfold after my mandatory retirement in December, a timeline that I had no control over. It would also have been impossible for me to have provided two **pay** statements that fell within the 30-day window preceding my tentative offer, even if the tentative offer was made shortly after I retired, because as you may know, those in the uniformed service are **paid** on a monthly basis, not a biweekly **pay** period basis. Therefore, I would have only been able to provide one **pay** statement that would have fallen within that 30-day window.

I tried searching the EPA policy that spells out this 30-day window of limitation. Would you be able to provide that for me? Also, is there a process, perhaps beyond the superior qualifications and experience policy that requires two previous **pay stubs** within two weeks of the TO... in other words, can the agency, who has records of my proven qualifications and demonstrated experience with many EPA awards and annual evaluations to corroborate my superior performance dating back 11 years, simply consider that when considering me for a higher step?

As I discuss in the attached response letter to the Tentative Offer, in consideration of the value of the exceptional services that I have brought to the agency, and in consideration of my need to maintain a healthy work-life balance for myself and my family, I am not in a position to consider anything less than a GS-13 Step 10 and a maximum leave accrual rate of 8 hours per **pay** period.

Thanks so much for your consideration!